

**Job Title: Childcare Teacher**

Position: Non-exempt; hourly wage range \$7.25 - \$10.00

Reports to: Childcare Director

Revision Date: 10-19-2009

**General Function:**

Provides direction for the program and staff, and implements program curriculum in the classroom. Provides a quality experience to children and parents that focuses on the YMCA core values: honesty, respect, responsibility, and caring.

**Essential Functions:**

- 1. Implements curriculum within the established guidelines.
- 2. Designs and implements daily lesson/activity plans.
- 3. Supervises the children, classroom, and all activities.
- 4. Makes ongoing, systematic observations and evaluations of each child.
- 5. Conducts parent conferences, maintains communication with parents, and engages parents as volunteers.
- 6. Maintains program site and equipment.
- 7. Maintains required program records.
- 8. Attends and participates in family nights, program activities, staff meetings, and staff training.

**YMCA Core Competencies:**

*Mission and Community Oriented:* Lives YMCA values; actively values diversity; engages community and members in YMCA mission and work; builds effective working relationships and recruits volunteers.

*People Oriented:* Employs effective persuasion strategies; builds rapport and relationships to create small communities; listens for understanding and meaning, speaks and writes effectively; takes initiative to assist in developing others

*Results Oriented:* Executes objectives that align with the YMCA's mission and goals; quickly identifies opportunities for improvement and solutions when encountering obstacles; employs thinking skills to understand and solve issues; implements best practices and project plans; has a voice in the process; supports fund raising; responsible with YMCA resources.

*Personal Development Oriented:* Recognizes own strengths and limitations; pursues self-development that enhances job performance; is flexible.

**Qualifications:**

- 1. High school diploma, ability to complete para-educator training.
- 2. At least 19 years of age.
- 3. CPR, First Aid, AED certifications and Child Abuse prevention training within 30 days of hire date.
- 4. Previous experience working with children in a developmental setting preferred.
- 5. Ability to plan, organize, and implement age-appropriate/developmentally appropriate program activities
- 6. Previous experience with diverse populations.

**Physical Demands:**

Ability to plan, lead and participate in activities.

**EFFECT ON END RESULTS**

**This position ensures quality programs and efficient management of YMCA services in the area of Childcare.**

**Other Duties Assigned**

- **And other duties as assigned**

All positions are subject to realignment to meet the needs of the Nishna Valley Family YMCA.